

Redlands Primary & Nursery School

Person Specification - Assistant Head Teacher

<u>Criteria</u>	<u>Essential/Desirable</u>
<u>Qualifications and Training</u>	
Qualified Teacher Status	E
Degree or equivalent from DfE recognised institution	E
Evidence of commitment to recent Leadership Development	E
<u>Experience</u>	
Experience of leading on significant whole school initiatives	E
Experience of working in a Senior Leadership Team	D
Successful record of raising standards in a core subject in more than one key stage	D
Outstanding classroom practitioner	E
Experience of working as a class teacher in more than one key stage	D
Experience of working in more than one school	D
<u>Shaping the Future</u>	
Able to lead change, creativity and innovation	E
Able to build, communicate and implement a shared vision	E
Able to build the capacity for improvement	E
Committed to setting and achieving ambitious challenging goals and targets	E
Knowledge of strategic planning resources	D
Knowledge of new technologies, their use and impact	E
<u>Leading, Learning and Teaching</u>	
Committed to raising standards for all in pursuit of excellence	E
Committed to promoting a learning culture within the school	E
Knowledge and understanding of models for learning, teaching and assessment	E
Knowledge of models for behaviour and attendance management	E
Able to monitor and evaluate performance, celebrating excellence and challenging poor performance	E
Able to lead on some aspects of school evaluation	E
Knowledge of new technologies supporting teaching and learning	D
Committed to the implementation of strategies for ensuring inclusion, diversity and access	E
Knowledge of curriculum design and management	E
Commitment to choice and flexibility to meet the personalised learning needs of all pupils	E
Ability to understand and analyse assessment, tracking and school performance data	E
Ability to report and present data to a range of audiences including staff and Governors	E
Shows an understanding of the OFSTED framework	E

<u>Developing self and empowering others</u>	
Able to develop individuals, empower and sustain an effective team	E
Able to challenge, influence and motivate others to achieve high goals	E
Able to build and sustain a learning community for all members of the community	E
Able to promote the relationship between CPD and sustained school improvement	E
Willing to collaborate and network with others within and beyond the school	E
Able to accept support from others including colleagues, Governors and the LA	E
<u>Leading and Managing the Organisation</u>	
Commitment to inclusion and the right of every pupil to be the best that they can be	E
Knowledge of how to achieve school improvement and to implement change	E
Able to think creatively and innovatively	E
Commitment to collaborate with others in order to strengthen the capacity of the school and to contribute to the development of capacity in other schools	E
Knowledge of strategic financial planning, budget management and principles of best value	D
Knowledge of legal issues and legislation	D
Knowledge of personnel, governance and health and safety issues	D
Commitment to sustaining a safe, secure and healthy school environment	E
Able to create policy through consultation and review	E
Able to delegate efficiently	E
Able to prioritise, plan and organise	E
<u>Securing and Accountability</u>	
Knowledge of the principles and practice of Quality Assurance systems, including school review, self evaluation and performance management	D
Commitment to individual, team and whole school accountability for pupil learning outcomes	E
Knowledge of statutory educational frameworks	D
<u>Interpersonal skills</u>	
Ability to communicate effectively with all stakeholders	E
Ability to listen to and understand the views of others	E
Ability to deal sensitively with others to resolve conflict	E
Ability to motivate and inspire others	E
Enthusiasm, energy and resilience	E
Cheerful disposition and sense of humour	D
<u>Strengthening Community through Collaboration and Partnership</u>	
Experience of successful collaboration and partnership eg with other schools, home, external agencies, community or business partnerships	E
Knowledge of strategies which encourage parents to support their child's learning	E
Knowledge of the wider curriculum beyond the school and the opportunities it provides for pupils and the wider community	E

Evidence will be sought from the application form, interview process and references in ensuring that the essential criteria are met